

VU AMSTERDAM-UNIVERSITEIT TWENTE COLLABORATION

EXCHANGE AND JOINT APPOINTMENTS

IN THE FRAMEWORK OF
THE VU AMSTERDAM-UT COLLABORATION

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OBJECTIVE

INTRODUCTION

In the framework of the collaboration between VU Amsterdam and the UT, an exchange of personnel can contribute to the strengthening of mutual relations, the integration of what is happening at both institutes, and the realisation of our ambitions. The exchange that we pursue can take place at different levels (such as professors, associate professors, assistant professors, support staff) and can take various forms. The objective of this document is to give supervisors an idea of the options and the things to keep in mind. The specific development of an employment position must be done in consultation with the employee and the HR advisors of both institutes. In this document, we want to establish several objectives and basic principles to provide all those involved with some useful suggestions for structuring these appointments.

We deem an exchange useful if it contributes to the objectives of the collaboration between VU Amsterdam and UT. This means that an exchange services one of the following objectives:

1. It should contribute to content-related cross-fertilisation. Through exchange between fields of study or exchange of approach/perspective from both institutes, we will arrive at new knowledge domains, methods, and/or education/research programmes.
2. It should contribute to connection and collaboration. The impact of in-person collaboration in project teams of researchers/lecturers from both institutes on education, research, and/or commercial knowledge transfer. The exchange of personnel should lead to the continued presence of as many team members as possible in the same location, which will make connection and collaboration a given.
3. It should contribute to the talent development of researchers and support staff. Taking part in a different organisation/team/position can be enriching in different ways and contribute to career development and perspective.

BASIC PRINCIPLES

1. There should not be any costs involved with the exchange (with regard to salary costs). If an employee is partly or temporarily seconded without a replacement from the other university, then a budget can be requested for the replacement.
2. In the case of joint appointments, it is important that this contributes to enduring collaboration, such as by eventually converting a temporary position into a permanent appointment at one of the two institutes or by a permanent employee's continued involvement in the collaboration after a temporary additional commitment.
3. It is important to ensure that there is a clear task assignment at each of the two institutes that is consistent and contributes to the collaboration between them. The fact that someone contributes locally is useful, but in the context of collaboration you want the activities for both institutes to reinforce each other.
4. In an umbrella collaboration agreement, both institutes will agree on the exchange of personnel and which terms of employment will be adhered to. This will include agreements regarding compensation for commuting expenses for these employees, the definition of work hours (travel time = work hours?), the guidelines around working from home, etc. This will prevent new negotiations about the terms for each individual situation. »

Types of Personnel and Joint Appointment Exchange

With these objectives and basic principles in mind, the following types of exchange may be considered:

1. Dual appointment of professors. Professors with this type of appointment will be appointed to the second university in addition to their appointment at their first university. They are committed to interdisciplinary education and research¹. These might be existing or new appointments.
2. Temporary transfer of personnel from one institute to the other. This may also include support staff.
3. Career paths with a long-term perspective, such as a postdoc programme in one institute followed by a tenure track in the other institute (so preparations can be made in the first institute).
4. Parallel tracks at both institutes (such as tenure tracks with a long-term residence at the other institute and requirements that are specifically related to the collaboration).
5. PhDs that reside at the other institute long term with the option for a double degree.
6. External national and international researchers with expertise in one of the three themes that you may want to connect to one or both institutes through a sabbatical programme.
7. Traineeships at the VU Amsterdam-UT level.

We expect that the above options are attractive to employees as they are beneficial to content. Employees will join a new network that can offer them new options and opportunities. A grant can also be an incentive for the exchange². However, it remains important to properly organise the conditions for employees (see basic principle 3).

Structures for Appointments

The following structures are possible for the abovementioned exchanges.

- An employee is appointed at one of the two institutes and will be seconded for part of the time.
- A secondment to the other institute for a specified period. An employee is appointed at the other institute for a specified period and returns to the original employer after that period.
- Loan of personnel back and forth on the basis of a collaboration agreement.
- Appointment at both institutes for new personnel (with an agreed-upon allocation related to time and money). The employee is appointed at one institute for part of the time, and at the other for part of the time.

The aforementioned types of appointment may be funded internally or from external funding (such as sponsored chairs, professors by special appointment, PhDs, postdocs, associate or assistant professors with subsidies).

Internal CALL: Exchange of Personnel and Joint Appointments

To strengthen the collaboration between VU Amsterdam and UT, the intention is to invest in the exchange of personnel and joint appointments. For this, a sum of €400,000 and €600,000 has been reserved for 2022 and 2023 respectively. This memorandum describes the frameworks for the allocation of this funding.

What is this funding for?

Targeted commitment of personnel to strengthen the collaboration. This funding can be used to cover personnel costs and/or travel and accommodation costs. The personnel costs concern replacement costs for current personnel or costs for new personnel with the intention of appointing the personnel permanently in one of the two institutes. Both academic staff (WP) as well as administrative and support staff (OBP) are eligible for exchange.

Process proposal

- The funding will be allocated by the coalitions themselves.
- Half of the funding (€500,000) will be available from 1 January 2022. An evaluation of the procedure and awarded projects will take place before the summer. The other half will be made available from 1 January 2023, a call for this will be sent out in August, with a submission date of 1 September. The Responsible Societies, Secure Societies, and Smart Societies impact coalitions will each receive €125,000. An additional €125,000 is available for the Talent coalition.
- The proposal must be submitted to the coordinators of the relevant coalition before 1 March 2022.
- The coalitions will make a decision on which proposals will be awarded by 1 April.
- The coordinators will inform the applicants of the decision after 7 April.
- The exchange will run up to 1 June 2023, with an option to extend during the second call.

In order to prevent just the usual suspects from opting for exchange, broad communication from the coalitions about the opportunity to qualify for these funds is desirable. »

1 - The conditions for these appointments and the process to be followed could be based on the description of the secondary appointments formulated for the LDE collaboration.
2 - This may involve an external grant for research, but it may also be worth considering the creation of institute grants from the collaboration budget to encourage exchange.

Conditions

- The funded or unfunded personnel commitment is for at least one day per week on average;
- An application is for a maximum of €30,000.
- Allocation is based on a clear description of the tasks/the project being worked on and the way in which the commitment contributes to the objectives within the coalition.
- The staff commitment includes an education component that is also clearly described in the application.
- There is in-kind or in-cash matching. This may be of limited scope, but must be functional in the sense that it should increase the chance of success of the proposed through the exchange.
- There is involvement from both institutes in the task/project to which someone is assigned.
- There is physical mobility in the sense that someone actually resides at the other institute.

Other criteria for assessment

- Contribution to the objective of the coalition (collaboration, expertise development, talent development)
- Contribution to the mobility objective (gaining experience at another institute)
- Contribution to diversity
- Permanence of the investment

The proposals should be submitted to:

- Coalition for Creating Secure Societies:
Kim van Erp (VU) - k.j.p.m.van.erp@vu.nl;
- Coalition for Responsible Societies:
Daniël Petrovics (VU) - daniel.petrovics@vu.nl
or Peter Chemweno (UT) - p.k.chemweno@utwente.nl;
- Coalition for Smart Societies: Carolien Rieffe (UT) - c.j.rieffe@utwente.nl or
Jacco van Ossenbruggen (VU) - jacco.van.ossenbruggen@vu.nl;
- Coalition for Talent for Societies: Floor Elsenburg (VU) – f.elsenburg@vu.nl.

MORE INFORMATION

For content-related questions, please contact the above-mentioned coalition coordinators. For general questions, please contact programme leaders

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